Бургаски държавен университет
„Проф. д-р Асен Златаров"
8010 Бургас, бул. „Проф. Якимов" №1
Рег.№ 1771/27.04.2026г.

SCIENTIFIC REVIEW

by a member of the scientific jury for the academic position
"associate professor" by announced competition

Field of higher education: 3. Social, economic and legal sciences.
Professional field: 3.8. Economics (Investments in human capital, business processes, finance).
Announced in the State Gazette No. 8 of January 21, 2026, p. 135.

Author of the review: Professor Sava Hristov Dimov PhD - Program Coordinator for the educational program "Finance and Accounting" of Burgas Free University.

Reference information

1. Presentation of the candidate for participation in the competition.

PETKO DIMITROV YANGYOZOV
born on March 10, 1986 in Burgas
Senior Assistant Professor, PhD
Burgas State University "Prof. Dr. Assen Zlatarov" - Burgas
Faculty of Social Sciences
Department of Marketing

Completed scientific specialty:
Educational and qualification degree "Bachelor":
– degree in "Business Management", University "Professor Dr. Assen Zlatarov" – Burgas.
Educational and qualification degree "Master":
– degree in "Business Management" at University "Professor Dr. Assen Zlatarov" - Burgas;
– degree in "Public Finance" at University of Economics - Varna.

Educational and scientific degree: Doctor of Production Organization and Management (by industry and sub-industry).

Defended dissertation on the topic: Development of a model for improving business processes in an organization. (Diploma No. 0029, issued on June 3, 2015).

2. Grounds for writing a review.

– Art. 57 (2) of the Regulations for the Implementation of the Law on the Development of the Academic Staff in the Republic of Bulgaria. Adopted by Decree of the Council of Ministers No. 202 of September 10, 2010.
– Art. 70 (2) Regulations on the Terms and Procedure for Acquiring Scientific Degrees and Holding Academic Positions at Burgas State University "Professor Dr. Assen Zlatarov.
– Order of the Rector of Burgas State University "Professor Dr. Assen Zlatarov №RD - 108, Burgas, March 23, 2026, signed by Professor Sotir Sotirov PhD.

3. Personal characteristics of the candidate.

Applied European format of a creative CV, from which it is evident that the candidate is:
– Lecturer in the disciplines: "Strategic Management", "Project Management", "Finance", "Public Finance", "Economics", "Management", "Business Planning", "Economic Logistics" and "Innovation Management", "Commodity and Price Policy".
– Foreign language skills: English - understanding (listening, reading) levels C1, B2; speaking (participation in a conversation, independent oral presentation) B1, B1; writing B1.
– Member of the Academic Council of Burgas State University "Professor Dr. Assen Zlatarov" - Burgas
– Digital skills: Working with MS Windows, MS Word, MS Excel, MS PowerPoint, MS Project, Adobe Acrobat, Acrobat Reader, SPSS, Moodle.
– Scientific output: 67 scientific papers.
– Scientific production for participation in the competition for associate professor: 28 scientific papers (by indicators: B3 - 1; G5 - 1; G7 - 25; G10 - 1)
– Participation in scientific projects, programs and conferences: 15 conferences and 9 projects: internal university research projects - 7; and projects funded by the European Union - 2.
– Participation in textbooks: Fundamentals of Corporate Finance, co-authored with Associate Professor Ivaylo Mihaylov PhD, respectively published in 2017, 2018 and 2022, all described in due order.
– Scientific interests: management and optimization of business processes; project management; corporate finance; management.

4. Qualitative and quantitative assessment of the deposited scientific publications.

a. General (quantitative and qualitative) assessment of the teaching and learning work.

– **Developed and taught lecture courses** (author and/or co-author is Senior Assistant Professor Petko Yangozov PhD): 17

Educational and Qualification Level (EQL) Professional Bachelor's Degree	EQL Bachelor's Degree	EQL Master's Degree Program - 4 semesters
4	8	5

– Teaching and instructional activities.

Curriculums	Academic disciplines (2009-2026)	Study load (2016-2025)	Published textbooks and teaching aids	Working with students
17	24	Fulfilled standard	3 (co-authored)	Tutor for 2 majors

b. General (quantitative and qualitative) assessment of scientific research and research activities.

Monograph for habilitation	Book based on a defended dissertation	Articles and reports	Published chapter of a collective monograph
1	1	25	1

– **Monograph for habilitation**: (independent)

Yangyozov, P. (2025) *Corporate investments in human capital. Theoretical foundations, effectiveness assessment and empirical research.* Burgas, Libra Scorpio Publishing House, ISBN 978-619-273-184-7, p. 248.

– Book based on a defended dissertation: (independent)

Yangyozov, P. (2025) Business process improvement. Theory and practice. Sofia, Academic Publishing House "Za bukvite", ISBN 978-619-185-749-4, 220.

– Published chapter of a collective monograph: (independent)

It is dedicated to the approach to assessing the impact of buyer-supplier relationships on suppliers' business processes.

Yangyozov, P. (2018). Approach to assess the impact of buyer-supplier relationships on supplier business processes. In: Davidenko, N., Korneev, V. & Krupka, M. (Eds.) *Sozioökonomische und Rechtliche Faktoren der Sozialen Entwicklung under den Bedingungen der Globalisierung*, Band 2, Steyr, Österreich, ISBN 978-3-953794-29-4, 5-12 (p. 8, English).

c. Studies published in scientific journals, referenced and indexed in world-renowned databases: Scopus and Web of Science - independent and/or co-authored: are not submitted for the competition.

d. Articles and reports published in scientific journals, referenced and indexed in world-renowned databases: are not submitted for the competition.

5. Fulfillment of the minimum scientometric requirements.

The candidate for associate professor shall attach a Certificate of fulfillment of the minimum requirements (Table 1 and 2), according to the Regulations on the conditions for acquiring scientific degrees and occupying academic positions at Burgas State University "Professor Dr. Assen Zlatarov" - Burgas.

Group of indicators		PhD	Senior Assistant	Fulfillment of the requirements for the position of associate professor	Additional university requirements
A	Indicator 1	50	50	50	50
B	Indicator 2			-	-
V	Indicator 3			100	100
G	A sum of scores ranging from 4 to 10			315	220
D	A set of indicators ranging from 11 to 13			170	60
E	A set of indicators ranging from 14 to 21			-	-
Total for associate professor				635	430

6. Citations and academic reputation.

The reference for the noted citations of the author's publications shows that Senior Assistant Professor Petko Yangyozov PhD is a sufficiently well-known person with proven scientific qualities. 29 citations are indicated by foreign and Bulgarian authors by groups of indicators, as follows:

– Total points by indicator D11: 1 pc. x 15 pts. = 15 pts.[1]
– Total points by indicator D12: 3 pc. x 10 pts. = 30 pts.
– Total points by indicator D13: 25 pc. x 5 pts. = 125 pts.
Total: 170 pts.

7. Main contributions in the habilitation work.

In my opinion, the main contributions in the habilitation work can be concentrated on the following more important aspects:

Firstly, a successful genesis of the concept of human capital in a historical aspect has been made - early ideas about the role of man in the economy and the formation of the concept. In this context, the scope of the theory is expanded - human capital as a determinant of economic growth, taking into account the quality of education, additional social benefits and the impact of technological changes on human capital.

Secondly, the relationship between the three categories of capital based on the knowledge base has been revealed - computer information (arrays of company data and software products), the results of innovation and development activities (patents, protected trademarks, copyrights) and economic competencies, branding and organizational know-how.

Thirdly, the author's position on the issue of valuing non-monetary benefits from investments in human capital is highlighted. The method of "expert evaluation" and artificial intelligence were used in assessing the non-monetary benefits of investments in human capital.

Fourthly, the author presents their opinion on the assessment of the effectiveness of investments in human capital through the methods of corporate finance: "cost-benefit", "net present value", "internal rate of return", "profitability index", "capital asset valuation", "economic added value", "return on investment" and "payback period".

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[1] Indicator D11: Citations in scientific publications that are peer-reviewed and indexed in internationally renowned databases.

Fifthly, the author's study was carried out on the level of awareness regarding the nature, types and methods of measuring the effectiveness of corporate investments in human capital. The author's research methodology was used and an analysis of the questionnaire survey was made - cross-sectional analysis of the data obtained, the author's hypotheses were tested and proven.

In this context, I can categorically state that Senior Assistant Professor Petko Yangyozov PhD is an ***innovator in the field of research*** related to human capital and investments in it. Authorial arguments, conclusions and inferences adequate to his scientific interests have been derived.

8. Weaknesses and critical remarks.

In my opinion, no significant weaknesses and critical remarks have been made. The candidate for associate professor Mr. Petko Yangyozov is methodically and sustainably building his scientific image in the academic community. In this context, he concentrates on a certain scientific specialization, demonstrating a high level of professional competence.

9. Recommendations and questions to the candidate.

I have no questions for Senior Assistant Professor Petko Yangyozov PhD that relate to his scientific production and academic achievements. I would only allow myself to point out some recommendations that will assist his professional growth, namely:

Firstly, in the world of information and use of high-tech software products, including artificial intelligence, it is necessary to publish a separate textbook on some of the main academic disciplines on which lectures are delivered at the university.

Secondly, it is mandatory to look for scientific achievements abroad, including publications in refereed and indexed publications in world-renowned databases such as Scopus and Web of Science. In my opinion, the times dictate that without an appearance in the field of "real science" one cannot make a career.

Thirdly, the scope of the academic disciplines taught by the candidate is very wide. A certain reduction and concentration in a few significant and related scientific areas is needed, in which scientific interest and opportunities for closer mutual integration have been demonstrated. In my view, it is not necessary to explore so many aspects of scientific knowledge in economics.

Final assessment and conclusion

Considering my extremely positive attitude towards the work done, ambition, sleepless nights and the scientific results achieved by the candidate, at the final meeting of the scientific jury I will vote with a clear "YES" for the academic title "ASSOCIATE PROFESSOR" to be awarded to Senior Assistant Professor PETKO DIMITROV YANGYOZOV PhD in the above-mentioned professional field.

His scientific production and business activity are of high value. He demonstrates his academic profile, known in the country and abroad. The candidate is dedicated to the academic cause of Burgas State University "Professor Dr. Assen Zlatarov" - Burgas.

After the general vote, I would like to congratulate his family and the university leaders for the opportunity given to him for professional growth and an academic career.

Date: April 20, 2026

Review author
Professor Sava Dimov PhD